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INFORMAT

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Cuba/Haiti/Dominican Republic/Bahamas

Wage Scales and Fringe Benefits

10 May 55

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SUPPLEMENT TO REPORT #

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PLACE ACQUIRED (By source)

DATE ACQUIRED (By source)

Early 1955

DATE OF INFORMATION (Date or dates, on or between which, events or conditions described in report existed)

Early 1955

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THIS IS UNEVALUATED INFORMATION

SOURCE

1. In a general way wages in Cuba are as follows:

Farm Labor	US\$2.50 to US\$3.50 per 8-hour day
Mine Labor at Nicaro	3.50 per day
Havana Construction Labor	7.50 per day
Carpenter, Nicaro	7.00 per day
Havana	10.00 per day

The following specific wage rates are from Nicaro:

Base pay from	US\$2.50 to US\$3.00 per 8-hour day
Helper	3.25 per 8-hour day
Truck Driver	2.50 to US\$4.00 per 8-hour day
Cab Driver	4.50 per 8-hour day
Shovel Runner	5.00 per 8-hour day
Mechanic	7.00 per 8-hour day

2. The copper mine at Matahambre has operated for many years on a sliding wage scale based on the market price of copper. Due to the workings of this sliding scale, underground miners at Matahambre are now earning an average of about US\$12.00 per day which makes them the aristocrats of Cuban labor. They pay a two percent income tax in this bracket. The labor bonus is refigured every two weeks based on the price of copper and the production record. Payroll extras are as follows:

Maternity Fund - $\frac{1}{2}\%$

Retirement Fund - from 0 up to 3 to 5% depending upon the industry. There is no retirement fund in the mining industry at present.

Christmas Bonus, which is customary rather than legally required,
from 0 to 30 days pay per year.

Over-Time - Generally, time and one-half over an 8-hour day or over a 44-hour week with some contractual variation.

Annual Paid Vacation - One month, figured as 1/11, which equals 9.09%.
Night Shift Differential - None.

Sick Pay - nine days maximum per year at the rate of three days per month.

Industrial Accident Insurance - There is no government fund, but the companies have obligations. An oil company pays US\$15.00 per year per employee.

JUN 13 1958

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The total of these things is about 20% over base wages. There is an additional feature of the labor laws in that an employee cannot be discharged without involved and costly procedure. Thus, a new project must exercise great care not to hire excess employees. The employer has some protection, being able to discharge a new employee for cause within a six-month probationary period.

3. Haitian labor is very unsatisfactory and non-productive. The minimum wage established for private employers is US\$0.70 per day; for government it is US\$1.00 per day. However, the government has been paying some of its employees US\$0.50 per day. The average pay for general employees in Port-au-Prince is about US\$1.00 per day. This would be the average for a truck driver. Skilled workers such as carpenters would receive about US\$2.00 per day. However, the US contractor on the Artibonite River dam project, in order to attract a better class of worker, have been paying dragline and bulldozer operators up to US\$0.70 per hour and about US\$2.00 per day for truck drivers. The above pay is for a 48-hour week. Although it is normal to work six eight-hour days, it is possible to work 10-hour days with a shorter day on Saturday. The law provides for time-and-one-half for overtime. After a year of service, the employee is entitled to 15 days leave and 15 days sick leave. The law also provides for a 1½-hour rest period at mid-day. Fringe benefits average about 10% of pay. Although unions are legal, there are as yet none outside Port-au-Prince, and the formation of unions is discouraged.

4. Following are typical daily wages in the Dominican Republic:

Common labor (country)	US\$0.60 - US\$1.20
" " (city)	1.50
Truck driver	2.00
Carpenter	4.00

These rates apply to a 48-hour week of six eight-hour days. Overtime pay is granted on a contractual basis generally averaging about 30%. The national union, Confederacion de Trabajadores Dominicanos, is well controlled by the government.

5. Following are the general fringe benefits:

- An annual paid vacation of two weeks a year and proportional paid vacations for fractions of a year.
- Terminal pay: An employee must be given either 24 days advance notice of termination or 24 days pay. In addition, severance pay is granted on a sliding scale from two months pay for 1-2 years work up to one year's pay for 20 years service.
- Social security payments average about five percent.
- Industrial accident cases receive half pay as compensation during limited periods.
- Christmas bonuses average about one-month's pay.

6. Following are characteristic wage scales in the Bahamas:

Government common labor	14 s per day
Contractors common labor	16 s per day
Government semi-skilled labor	16 to 18 s per day
Contractors semi-skilled labor	18 s to £1 per day
Ordinary carpenters	35 to 40 s per day
Skilled carpenters	45 to 60 s per day
Mechanics, plumbers and truck drivers	6 to 8 s per hour
Painters	£1 to £2 per day

This is all based on an eight-hour day and a 44-hour week with time and one-half for overtime over 44 hours per week.

Wage scale { 014
23. Cuba - end - TYPE ACT-DATE INFO-TFR-DATE AREA
25. Haiti 85 55 - -
24. Dominican Rep 85 55 - -
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